

## FINAL RECOMMENDATION

### Recommendation of the Action Plan Team: Staff Development

#### Statement of Issue #1-33: R-111 (Resubmission) 9/13/00

Summary: R-111 – Develop a plan that supports the development of a teaching cadre that represents the diversity of the fire service community.

Recommendation: A) Support the NFA Superintendent's current initiative to increase the diversity of the Academy's instructional cadre. Specifically, the initiative tasks the NFA with developing a series of strategies, quantifiable goals and timeframes to increase minority representation within their curriculum areas. B) Continue the current practice of openly soliciting potential contractors to seek placement on bid lists and bid on instructional service needs.

Background: The process for recruiting contractors to be placed on bid lists is widely publicized and open to any qualified individual, regardless of color, sex, national origin, etc. Contacts are also made with professional organizations representing various fire service groups to make them aware of the need for a diverse student body and instructional staff.

Conclusion: The Staff Development Team supports the NFA Superintendent's current initiative.

Submitted by:

Staff Development Action Plan Team:

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APPROVE/Date

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DISAPPROVE/Date

The attached report "*National Fire Academy Initiatives to Promote Cultural Diversity in the Executive Fire Officer Program: Progress Report to Congress, February 1994*" is provided for your reference. While this report focuses on the student population, it is important to note that there are various instructional criteria, which may require attendance in a particular curriculum area. In addition, while attending classes many students pursue contract instructor opportunities.